Approved For Release 2002/01/08 : CIA-RDP80-00473A000500140007-9 PERS 17-152:

DD/A Registry 12 MAY 1977 77- 2734

see att A to DDA77-3420

MEMORANDUM FOR: Deputy Director for Administration

FROM

: F. W. M. Janney

Director of Personnel

SUBJECT

: CIA Employees Drawing

Military Retirement Pay

1. At the end of March, this office provided you with a statistical report showing that individuals affiliated wETATINTL the Agency are drawing military retirement pay. You asked that we examine the background of each such person in light of the criteria set out below.

2. Agency components were provided lists of their military retirees. The survey identified additional military retirees, for a total of In some cases, the responses were somewhat general, but after analysis, it was possible to categorize them:

Criterion A: The uniqueness of the skills provided the Agency.

Responses

Job required military skills.

Applicant was more competitive.

Other (no other candidate available. recommended by DCI, unique linguistic skills, etc.).

STATINTL Per cent Number



Criterion B: The value of their service and whether or not

continued employment with the Agency is warranted.

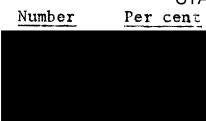
STATINTL

Responses

Job continues to require military skills.

Employee is competitive.

Other (no other candidate available. recommended by DCI, unique linguistic skills, etc.).



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Criterion C:

The primary reasons for hiring these retirees and efforts made to locate qualified candidates from other (non-retired) sources.

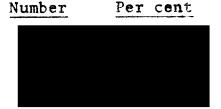
STATINTL

Responses

 Replacement would have to have military skills.

2. Military background desirable.

3. Current job does not require military background.



Appendix A contains a statistical summary of the responses by directorate. These responses vary widely among directorates. For example, 51% of the military retirees were hired by the DDO because the job required military background and skills. On the other hand, all of the military in the DDI were hired because they were simply more competitive than other candidates. In the DDO, 47% of the retirees continue to make use of their military skills, and if they were replaced, 43% of the positions would require these same skills.

Were at one time many jobs which required strong military skills and background. This was especially true during the Vietnam era. (The Agency would surely have more military retirees now but unlike the Korean build-up, hired them on a limited term contract during the Vietnam era.) There are still some, but a lesser number, which continue to require these skills. In the meantime, many of these military retirees have established reputations as excellent performers with further potential for development and have moved in a manner competitive with their peers into other assignments not requiring military skills.

As requirements for employees with military backgrounds decrease due to reduced Agency involvement in paramilitary activities, it is expected that the number of military
retirees hired by the Agency will decrease. They presently
comprise of our total population, as contrasted with 8%
in the Pentagon, 4% in the Post Office, 2% in the State Department, and 6% throughout the Federal Government.

STATINTL



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	1 - JFB Chrono DDA 77-2734: Memo dtd 12 May 77 to DDA fr D/Pers, subj: CIA Employees Drawing Military Retirement Pay					
	"To 2: Lew, Lew, Lew, Lank magnested this of me some time back. I do					
	not know if he had discussed this matter with DCI, or whether DCI wants this report. /s/Jack Blake"					
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DD/A 77-2301

25 April 1977

MEMORANDUM FOR: Chief, Staff Personnel Division

FROM

Career Management Officer, DDA

SUBJECT

Review of Retired Military Officers and Enlisted Men Employed by the Agency

REFERENCE

Memo to DCI/Adm Stf, ICS/Adm Spt Stf, DDI/Adm Stf, DDS&T/Adm Sup Stf,

DDA/Car Mgmt Stf and DDA/Car Mgmt Stf, frm C/SPD, dtd 15 Apr 77, same subj

Attached are the Directorate of Administration responses to referent memorandum.

Attachments Orig - Addressee - DDA subj w/cy of att

1 - DDA chrono 1 - CMO/DDA

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